

Indicators over Time

This section presents historical trends of equal employment opportunity for minorities and women in the U.S. private sector since the passage of the Civil Rights Act of 1964. The data series begins in 1966 and continues to the most recent survey year available (2010).

Employment numbers and participation rates prior to 2005 were cited from “*Indicators of Equal Employment Opportunity – Status and Trends, U.S. Equal Employment Opportunity Commission, 2004*”. Numbers and rates thereafter were aggregated from the annual EEO-1 survey (also known as Employer Information Report).

Due to its unique racial and ethnicity composition, the state of Hawaii was excluded from all levels of aggregates prior to 2007. Starting from 2007, two race/ethnic groups had been added to the data collection: Native Hawaiian/Other Pacific Islanders and Two or More Races. Native Hawaiian and Other Pacific Islanders were categorized as part of Asian group in earlier surveys. Also starting in 2007, previous Officials & Managers job category had been split into two: Executive/Senior Level and First/Mid Level. As a result, special care is recommended when analyzing trend in this data series.

Job patterns of minority and women in a 45-year span are presented in graphics and tables, each with a brief highlight of the content. Appendixes at the end of this presentation provide detailed aggregates in table format by available survey years from the start of the EEO-1 report at EEOC.

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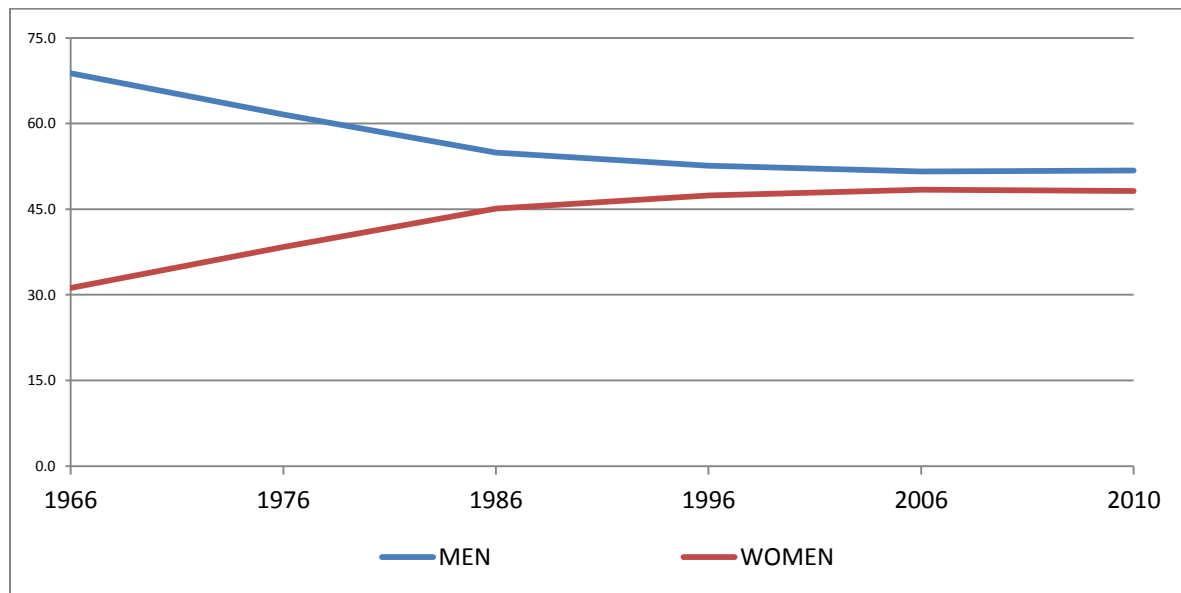
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T1. Private Sector Employment of Women vs. Men (1966-2010)

U.S. Summary



Data Source: Equal Employment Opportunity Commission, Employer Information Reports (EEO-1 Single and Consolidated Reports). Figures prior to 2005 were as reported in "Indicators of Equal Employment Opportunity", EEOC, (2004). No survey for 1968 and 1977.

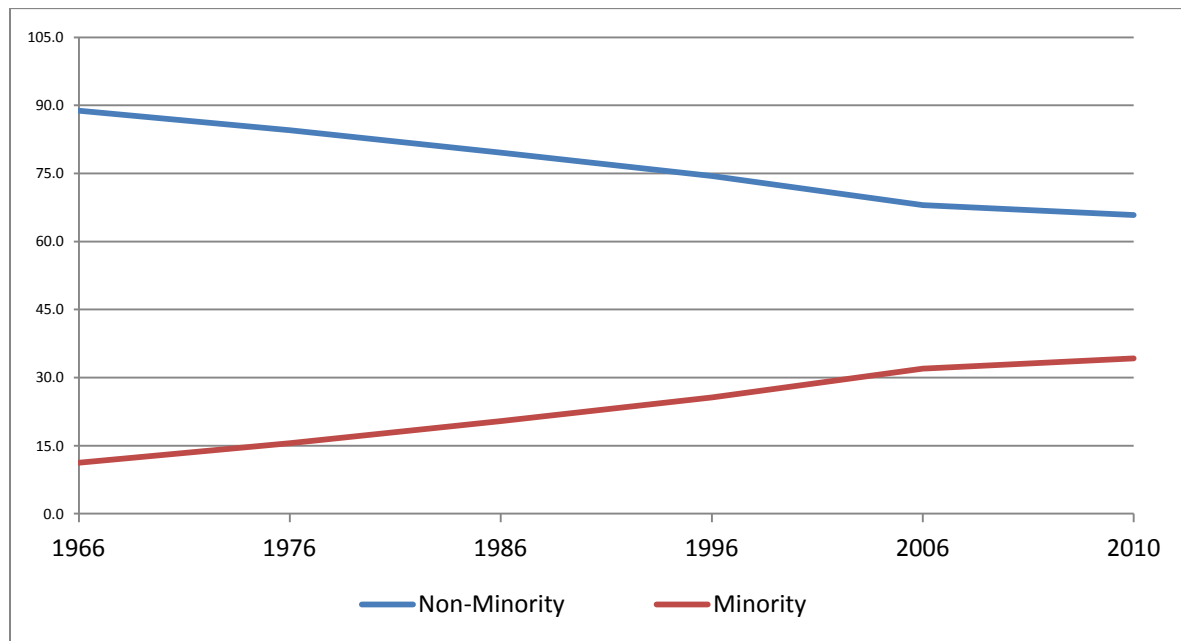
	Year					
	1966	1976	1986	1996	2006	2010
Men (%)	68.8	61.6	53.9	52.6	51.6	51.0
Women (%)	31.2	38.4	46.1	47.4	48.4	49.0
Total Employment¹	24,887	32,303	37,201	46,683	55,388	59,128

*** The private-sector workforce in 2010 was more than two and a third times its 1966 level from about 25 million to over 59.1 million. The 138 percent increase was associated with a marked rise in women's employment. Between 1966 and 2010, the overall industry participation rate for women rose from 31.2 percent to 49.0 percent, an increase of 17.8 percentage points over four and half decades since EEOC first started collecting employment data from the private-sector employers.

¹ Total employment is in thousands.

T2. Private Sector Employment of Minority vs. Non-Minority (1966-2010)

U.S. Summary



Data Source: Equal Employment Opportunity Commission, Employer Information Reports (EEO-1 Single and Consolidated Reports). Figures prior to 2005 were as reported in "Indicators of Equal Employment Opportunity", EEOC, (2004). No survey for 1968 and 1977.

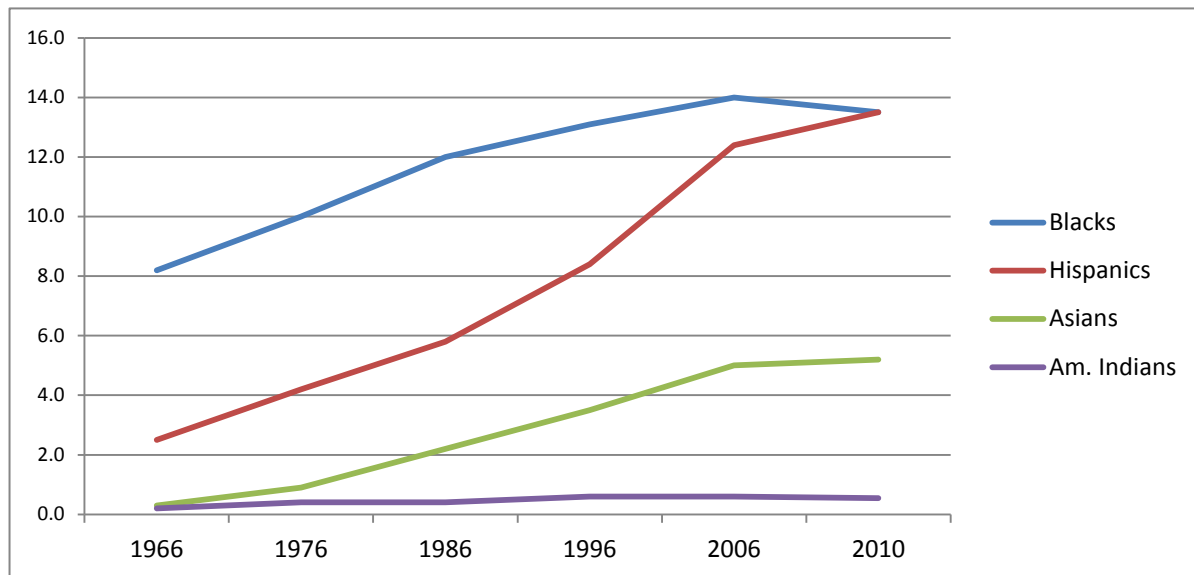
	Year					
	1966	1976	1986	1996	2006	2010
Non-Minority (%)	88.8	84.5	79.6	74.4	68.0	65.8
Minority (%)	11.2	15.5	20.4	25.6	32.0	34.2
Total Employment¹	24,887	32,303	37,201	46,683	55,388	59,128

*** In 1966, about 11.2 percent of the private-sector employees in the EEO-1 survey were Blacks, Hispanics, Asians, and American Indians. This rate of minority employment more than tripled to 34.2 percent in 2010. In 2007, two minority groups were added to the EEO-1 data collection system: Native Hawaiians/Other Pacific Islanders and Two-or-More-Races.

¹ Total employment is in thousands.

T3. Private Sector Employment by Minority Groups in Percent (1966-2010)

U.S. Summary



Data Source: Equal Employment Opportunity Commission, Employer Information Reports (EEO-1 Single and Consolidated Reports). Figures prior to 2005 were as reported in "Indicators of Equal Employment Opportunity", EEOC, (2004). No survey for years 1968 and 1977.

	Year (%)					
	1966	1976	1986	1996	2006	2010
Blacks	8.2	10.0	12.0	13.1	14.0	13.5
Hispanics	2.5	4.2	5.8	8.4	12.4	13.5
Asians	0.3	0.9	2.2	3.5	5.0	5.2
Am. Indians	0.3	0.4	0.4	0.6	0.6	0.5
Hawaiians	-	-	-	-	-	0.4
Two-Or- More- Races	-	-	-	-	-	0.9
Total Employment¹	24,887	32,303	37,201	46,683	55,388	59,128

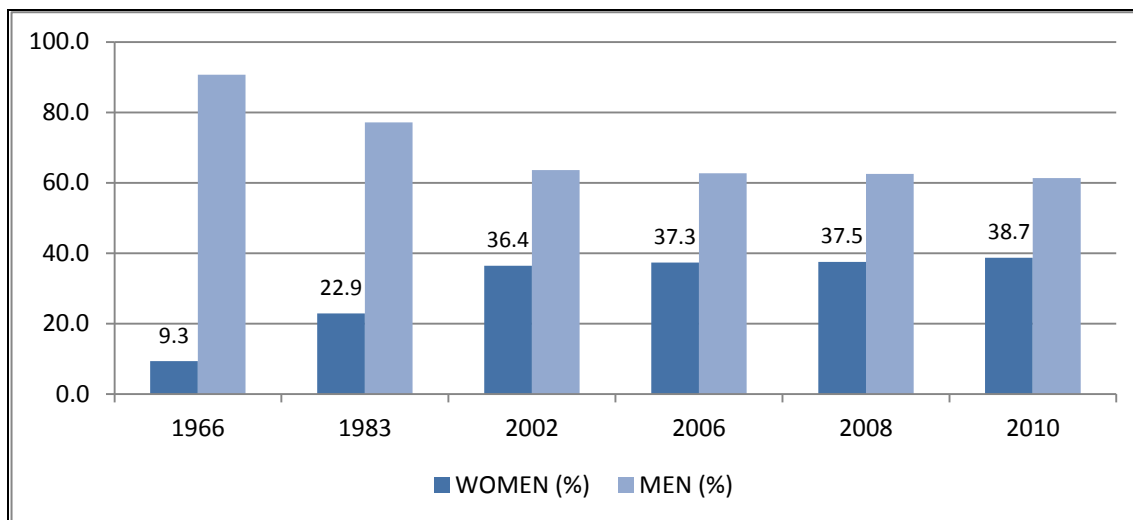
*** Among the four minority groups continuously measured in the EEO-1 survey, the employment rate for Blacks increased steadily from 8.2 percent in 1966 to 13.5 percent in 2010. Hispanics had the fastest growth rate in the private sector, climbing from 2.5 percent to 13.5 percent between 1966 and 2010. Starting in 2007, the Asian minority group was divided into Asians and Native Hawaiian/or Other Pacific Islanders (with a 0.4 percent participation rate in 2010). And Two-Or-More-Races were included in the data collection as a race category (with a 0.9 percent participation rate in 2010).

¹ Total employment is in thousands.

T4. Officials and Managers in Private Sector, Women vs. Men

(1966, 1983, 2002, 2006, 2008, 2010)*

U.S. summary



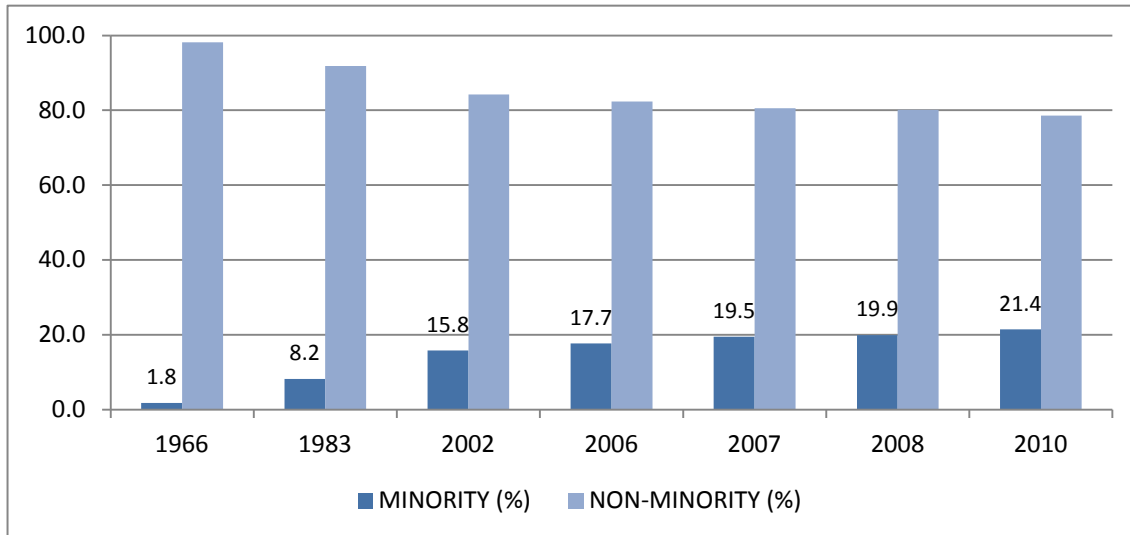
Data Source: Equal Employment Opportunity Commission, Employer Information Reports (EEO-1 Single and Consolidated Reports). Figures prior to 2005 were as reported in "Indicators of Equal Employment Opportunity", EEOC, 2004.

	Year * (%)					
	1966	1983	2002	2006	2008	2010
Men	90.7	77.1	63.6	62.7	62.5	61.3
Women	9.3	22.9	36.4	37.3	37.5	38.7
Total Officials & Managers	2,049	4,395	5,919	6,303	6,776	6,691

*** In 1966, the first year when EEO-1 data was available of the private-sector workforce, women held 9.3 percent of the total Official and Manager positions in the industry. This figure went up to 37.5 percent in 2008, and up further to 38.7 percent in 2010, an increase of more than four folds in a period of four and half decades.

* Note: Years presented were selected from available data. Total employment is in thousands.

T5. Officials and Managers in Private Sector, Minority vs. Non-Minority
(1966, 1983, 2002, 2006, 2008, 2010)
U.S Summary



Data Source: Equal Employment Opportunity Commission, Employer Information Reports (EEO-1 Single and Consolidated Reports). Figures prior to 2005 were as reported in "Indicators of Equal Employment Opportunity", EEOC, 2004.

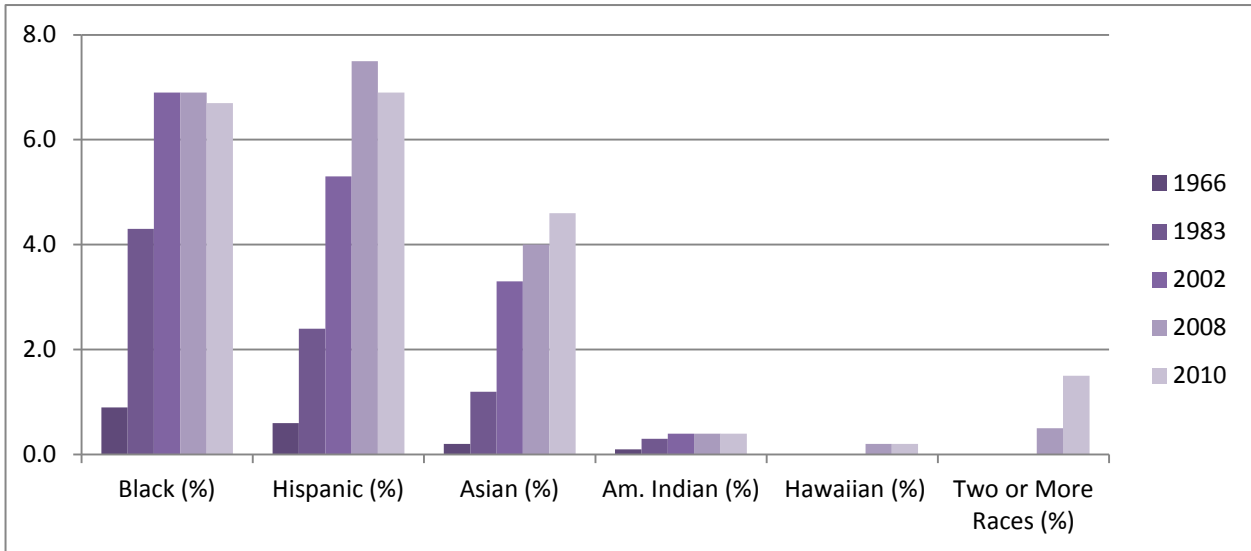
	Year *					
	1966	1983	2002	2006	2008	2010
Minority (%)	1.8	8.2	15.8	17.7	19.9	21.4
Non-Minority (%)	98.2	91.8	84.2	82.3	80.1	78.6
Total Officials & Managers	2,049	4,395	5,919	6,303	6,776	6,691

*** People of minority groups accounted for 1.8 percent of the total Officials and Managers in private sector as reported in the 1966 EEO-1 survey. This figure increased more than ten folds to 19.9 percent in 2008 and further up to nearly 22.0 percent in 2010. For reasons of consistency, estimates of Officials and Managers in this time series included both Senior/Executive and Low/Mid levels for all years (See T11 for a separate analysis of the new job categories).

* Note: Years presented were selected from available data. Total employment is in thousands.

T6. Officers and Managers in Private Sector by Minority Groups
(1966, 1983, 2002, 2008, 2010)

U.S. Summary



Data Source: Equal Employment Opportunity Commission, Employer Information Reports (EEO-1 Single and Consolidated Reports). Figures prior to 2005 were as reported in "Indicators of Equal Employment Opportunity", EEOC, (2004).

	Year * (%)				
	1966	1983	2002	2008	2010
Blacks	0.9	4.3	6.9	6.9	6.7
Hispanics	0.6	2.4	5.3	7.5	6.9
Asians	0.2	1.2	3.3	4.0	4.6
American Indians, Alaskan Natives	0.1	0.3	0.4	0.4	0.4
Native Hawaiians/Other Pacific Islanders	-	-	-	0.2	0.2
Two Or More Races	-	-	-	0.5	1.5

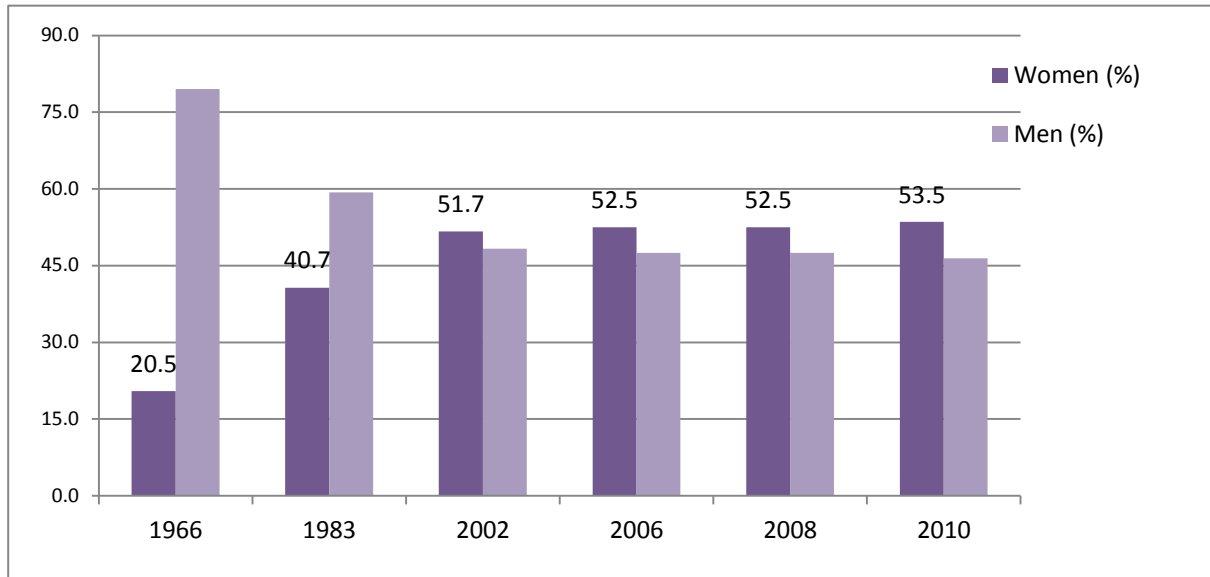
*** Since 1966, shares of all minority groups in the Official and Manager positions have increased along with their employment rates in the private sector. Black Officials and Managers rose from 0.9 percent in 1966 to 6.7 percent in 2010; Hispanic Officials and Managers, from 0.6 percent to 6.9 percent; Asian Officials and Managers, from 0.2 percent to 4.6 percent; and American Indian Officials and Managers, from 0.1 percent to 0.4 percent. In 2010, about 1.5 percent of the Officials and Managers were Two-or-More-Races, three times that of the 2008 figure of 0.5 percent.

*Note: Years selected from available data.

T7. Professionals in Private Sector, Women vs. Men

(1966, 1983, 2002, 2006, 2008, 2010)

U.S. Summary



Data Source: Equal Employment Opportunity Commission, Employer Information Reports (EEO-1 Single and Consolidated Reports). Figures prior to 2005 were as reported in "Indicators of Equal Employment Opportunity", EEOC, (2004).

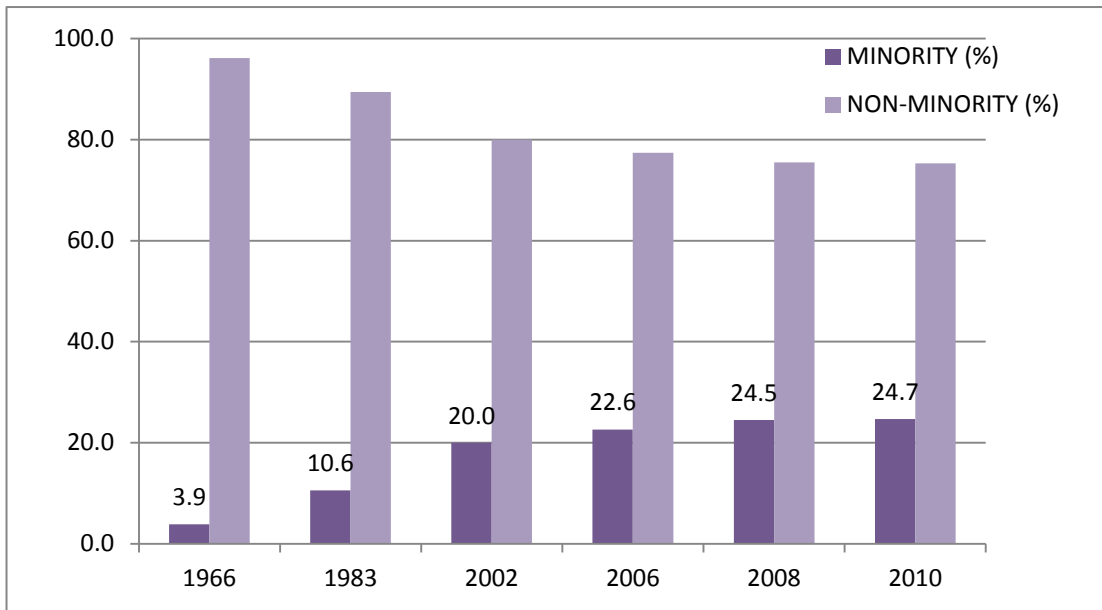
	Year *					
	1966	1983	2002	2006	2008	2010
Men (%)	79.5	59.3	48.3	47.5	47.5	46.5
Women (%)	20.5	40.7	51.7	52.5	52.5	53.5
Total Professionals	1,819	3,807	8,009	8,944	10,486	10,511

*** Nationwide, one-in-five or 20.5 percent of all the Professional positions in the private industry were held by women in 1966. These figures rose up to over one-in-two or 53.5 percent as reported in the 2010 EEO-1 survey. The growth of women's share in Professional positions outpaced that of their industry participation rate during the same time period from 31.2 percent (1966) to 49.0 percent (2010).

*Note: Years selected from available data. Total employment is in thousands.

T8. Professionals in Private Sector, Minority vs. Non-Minority
(1966, 1983, 2002, 2006, 2008, 2010)

U.S. Summary



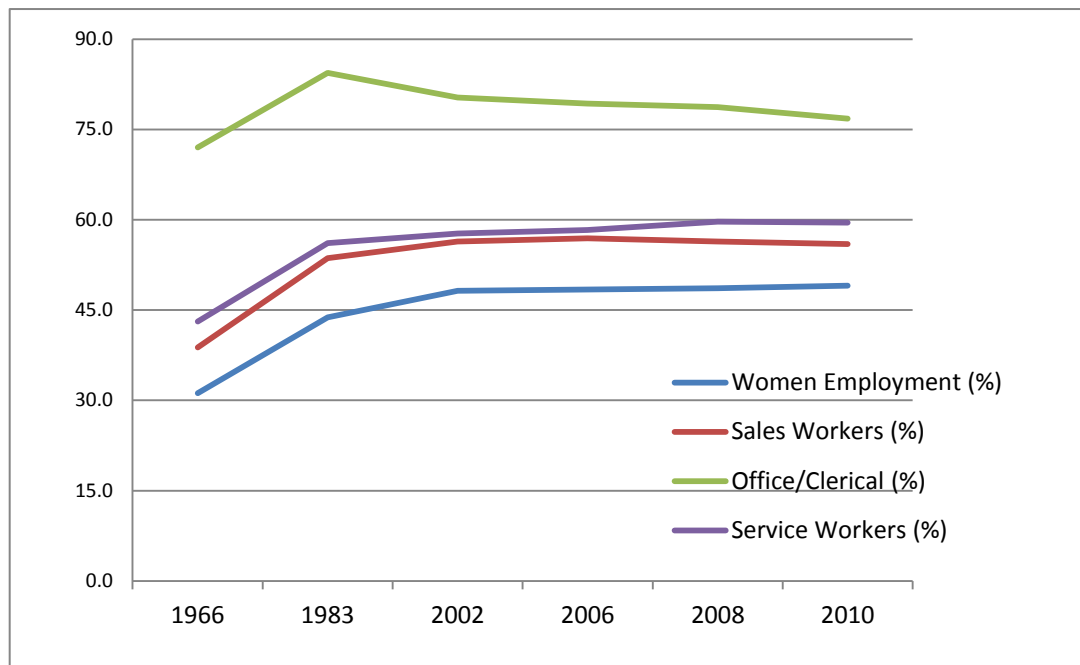
Data Source: Equal Employment Opportunity Commission, Employer Information Reports (EEO-1 Single and Consolidated Reports). Figures prior to 2005 were as reported in "Indicators of Equal Employment Opportunity", EEOC, (2004).

	Year *					
	1966	1983	2002	2006	2008	2010
Minority (%)	3.9	10.6	20.0	22.6	24.5	24.7
Non-Minority (%)	96.1	89.4	80.0	77.4	75.5	75.3
Total Professionals	1,819	3,807	8,009	8,944	10,486	10,511

*** Between 1966 and 2010, minorities employed as Professionals in the private sector rose from 3.9 percent to 24.7 percent, at a pace faster than their employment growth in the industry from 11.2 percent to 34.2 percent within the same time period.

*Note: Years selected from available data. Total employment is in thousands.

T9. Women in Private Sector by Selected Job Categories
(1966, 1983, 2002, 2008, 2010)
U.S. Summary



Data Source: Equal Employment Opportunity Commission, Employer Information Reports (EEO-1 Single and Consolidated Reports). Figures prior to 2005 were as reported in "Indicators of Equal Employment Opportunity", EEOC, (2004).

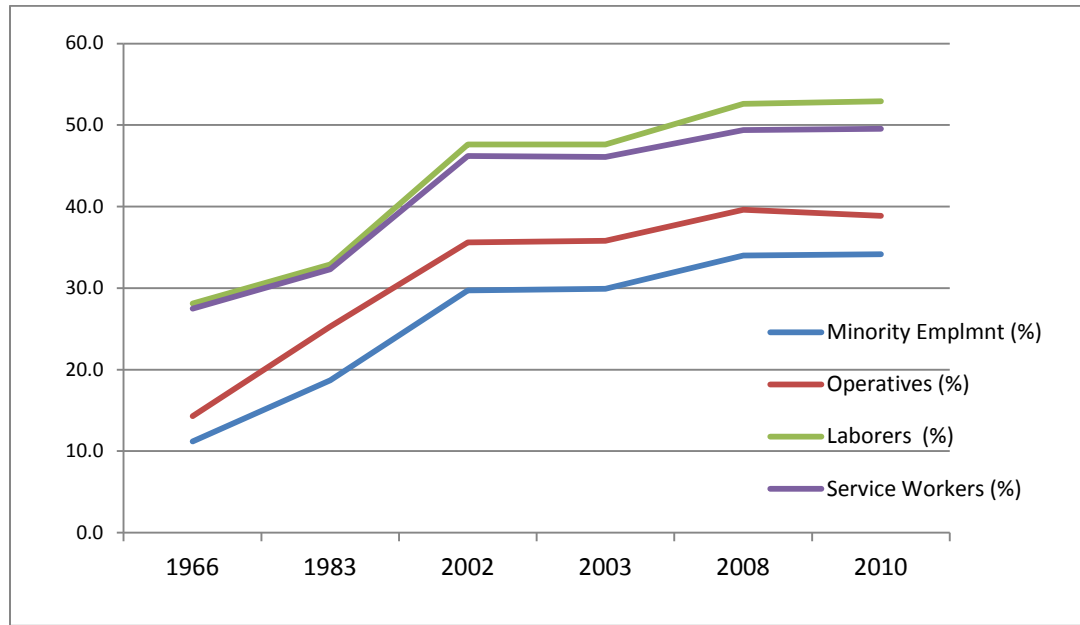
	Year * (%)					
	1966	1983	2002	2006	2008	2010
Sales Workers	38.8	53.6	56.4	56.9	56.4	55.9
Office/Clerical	72.0	84.4	80.3	79.3	78.7	76.8
Service Workers	43.1	56.1	57.7	58.3	59.7	59.5
Women Employment	31.2	43.8	48.2	48.4	48.6	49.0

*** Compared to their overall industry employment rates, women have been well represented historically in job categories such as Office/Clerical Workers, Service Workers and Sales Workers in the private sector. As more women have entered the private workforce, this trend of gender-based occupation remains consistently high for women in Clerical jobs (in the range of 72-to-76.8 percent over the 45 years) and continues to grow in Sales and Service jobs (from 38.8 to 55.9 percent and from 43.1 to 59.5 percent, respectively, over the decades).

Note: Years selected from available data.

T10. Minorities in Private Sector by Selected Job Categories
(1966, 1983, 2002, 2008, 2010)

U.S. Summary



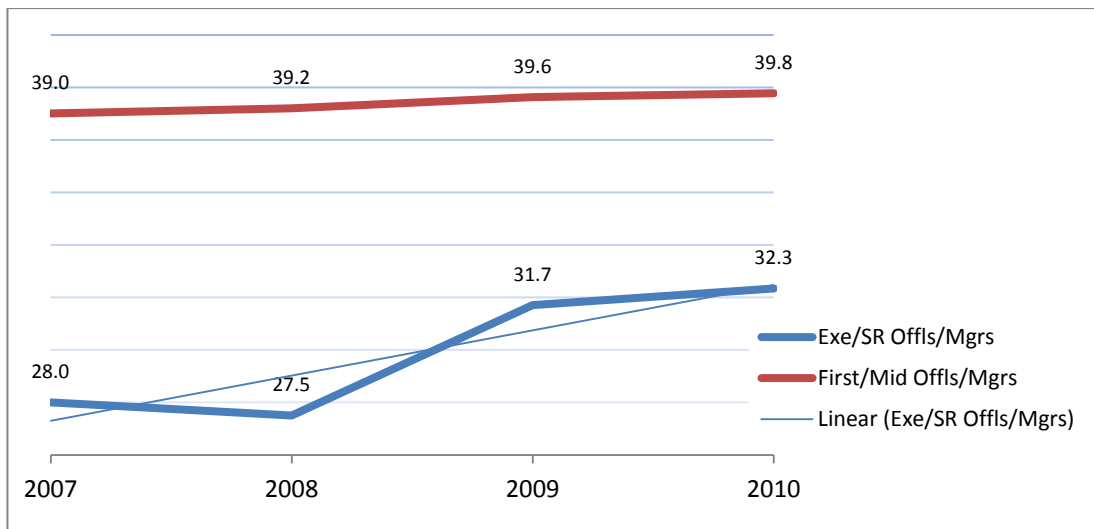
Data Source: Equal Employment Opportunity Commission, Employer Information Reports (EEO-1 Single and Consolidated Reports). Figures prior to 2005 were as reported in "Indicators of Equal Employment Opportunity", EEOC, (2004).

	Year (%) *					
	1966	1983	2002	2006	2008	2010
Operatives	14.3	25.3	35.6	35.8	39.6	38.9
Laborers	28.1	32.9	47.6	47.6	52.6	52.9
Service Workers	27.5	32.3	46.2	46.1	49.4	49.6
Minority Employment	11.2	18.7	29.7	29.9	34.2	34.2

*** Historically, minorities have been well represented in occupations such as Laborers, Service Workers, and Operatives in the private industry. This trend of occupational pattern by race groups remains basically unchanged at 38.9 percent (Operatives), 52.9 percent (Laborers), and 49.6 percent (Service) in 2010 – all notably higher than their industry participation rate as was the case in the earlier surveys.

*Note: Years selected from available data.

T11. Female Exe/Senior and First/Mid Officials and Managers
U.S. Summary (2007 to 2010)



Data Source: Equal Employment Opportunity Commission, Employer Information Reports (EEO-1 Single and Consolidated Reports).

	Exe/SR Offls/Mgrs (%)	First/Mid Offls/Mgrs (%)
2007	28.0	39.0
2008	27.5	39.2
2009	31.7	39.6
2010	32.3	39.8

*** In 2007, EEOC started to gather information on two levels of Officials and Managers from private employers: Executive/Senior level and First/Mid level. While women Officials and Managers at lower level remains steady at around 39 percent, a upward shift between 2008 and 2009 is evident of female Officials and Managers at higher level. Though this time period may be too short to suggest a trend, in a short course of four years from 2007 to 2010, an increase of 15.4 percent (32.3 percent over 28 percent) is noteworthy of the total female Executive and Senior Officials and Managers in the private sector.

Appendix I. PRIVATE SECTOR PARTICIPATION RATES OF MEN AND WOMEN BY POPULATION
GROUP AND YEAR, U.S. SUMMARY, 1966-2010

Year	Total, All Groups		White		Minorities													
					Total		Black		Hispanic		Asian		Am. Indian		Hawaiian		Two- Or-More-Races	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
1966	68.8	31.2	60.9	27.8	7.8	3.4	5.7	2.4	1.8	0.8	0.2	0.1	0.1	0.1	-	-	-	-
1967	67.7	32.3	59.5	28.4	8.2	3.9	5.9	2.8	1.9	0.9	0.2	0.1	0.2	0.1	-	-	-	-
1968	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1969	66.1	33.9	57.3	29.1	8.8	4.8	6.1	3.4	2.1	1.0	0.4	0.2	0.2	0.1	-	-	-	-
1970	65.9	34.1	56.6	28.9	9.3	5.2	6.4	3.7	2.4	1.2	0.3	0.2	0.2	0.1	-	-	-	-
1971	66.1	33.9	57.4	28.8	8.8	5.1	5.9	3.6	2.4	1.2	0.3	0.2	0.2	0.1	-	-	-	-
1972	64.8	35.2	55.6	29.6	9.1	5.6	6.1	3.9	2.5	1.3	0.3	0.3	0.2	0.1	-	-	-	-
1973	63.5	36.5	53.8	30.3	9.6	6.2	6.3	4.3	2.7	1.5	0.4	0.3	0.2	0.1	-	-	-	-
1974	63.3	36.7	53.5	30.1	9.8	6.5	6.4	4.5	2.8	1.5	0.4	0.4	0.2	0.1	-	-	-	-
1975	62.7	37.3	53.3	30.7	9.5	6.6	6.0	4.5	2.8	1.6	0.5	0.4	0.2	0.1	-	-	-	-
1976	61.6	38.4	52.6	31.9	9.0	6.5	5.7	4.3	2.7	1.6	0.5	0.4	0.2	0.1	-	-	-	-
1977	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1978	60.0	40.0	49.9	32.2	10.1	7.8	6.1	5.1	3.1	1.9	0.7	0.6	0.3	0.1	-	-	-	-
1979	59.8	40.2	49.4	32.1	10.4	8.1	6.2	5.3	3.1	2.1	0.7	0.7	0.3	0.1	-	-	-	-
1980	58.7	41.3	48.3	32.9	10.4	8.4	6.0	5.4	3.2	2.1	0.8	0.7	0.3	0.1	-	-	-	-
1981	58.2	41.8	48.0	33.2	10.2	8.6	5.9	5.5	3.3	2.3	0.8	0.8	0.2	0.1	-	-	-	-
1982	57.4	42.6	47.4	33.9	10.0	8.7	5.6	5.5	3.2	2.2	0.9	0.8	0.2	0.2	-	-	-	-
1983	56.2	43.8	46.4	34.8	9.8	8.9	5.5	5.6	3.1	2.3	1.0	0.9	0.2	0.2	-	-	-	-
1984	56.1	43.9	45.9	34.7	10.2	9.2	5.6	5.8	3.2	2.3	1.0	1.0	0.3	0.2	-	-	-	-
1985	55.6	44.4	45.1	34.9	10.4	9.6	5.8	6.0	3.3	2.4	1.1	1.0	0.2	0.2	-	-	-	-
1986	54.9	45.1	44.4	35.2	10.5	9.9	5.8	6.2	3.3	2.5	1.1	1.1	0.2	0.2	-	-	-	-
1987	54.1	45.9	43.4	35.6	10.7	10.3	5.9	6.4	3.4	2.6	1.2	1.1	0.2	0.2	-	-	-	-
1988	53.9	46.1	43.0	35.6	10.9	10.5	5.9	6.5	3.5	2.6	1.3	1.2	0.2	0.2	-	-	-	-
1989	53.8	46.2	42.6	35.4	11.2	10.8	5.9	6.6	3.8	2.8	1.4	1.3	0.2	0.2	-	-	-	-
1990	53.5	46.5	42.1	35.5	11.4	11.0	5.9	6.6	3.9	2.9	1.4	1.3	0.2	0.2	-	-	-	-
1991	53.3	46.7	41.9	35.6	11.4	11.0	5.8	6.5	4.0	2.9	1.5	1.4	0.3	0.2	-	-	-	-
1992	53.1	46.9	41.5	35.7	11.6	11.2	5.8	6.6	4.1	3.0	1.5	1.5	0.3	0.2	-	-	-	-

Data Source: Equal Employment Opportunity Commission, Employer Information Reports (EEO-1 Single and Consolidated Reports). Figures prior to 2005 were as reported in "Indicators of Equal Employment Opportunity", EEOC, (2004). No survey for years 1968 and 1977.

Appendix I. PRIVATE SECTOR PARTICIPATION RATES OF MEN AND WOMEN BY POPULATION
GROUP AND YEAR, U.S. SUMMARY, 1966-2010

(Continued)

Year	Total, All Groups		White		Minorities													
					Total		Black		Hispanic		Asian		Am. Indian		Hawaiian		Two-Or-More-Races	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
1993	53.0	47.0	41.1	35.5	11.9	11.5	5.9	6.6	4.2	3.1	1.6	1.5	0.3	0.2	-	-	-	-
1994	52.9	47.1	40.7	35.2	12.2	11.9	6.0	6.8	4.4	3.2	1.6	1.6	0.3	0.2	-	-	-	-
1995	52.7	47.3	40.0	35.0	12.7	12.3	6.0	7.0	4.6	3.4	1.7	1.6	0.3	0.2	-	-	-	-
1996	52.6	47.4	39.6	34.8	13.0	12.6	6.1	7.1	4.9	3.6	1.8	1.7	0.3	0.3	-	-	-	-
1997	52.4	47.6	39.1	34.6	13.3	13.0	6.1	7.2	5.0	3.7	1.9	1.8	0.3	0.3	-	-	-	-
1998	52.2	47.8	38.6	34.2	13.7	13.5	6.2	7.4	5.2	4.0	2.0	1.8	0.3	0.3	-	-	-	-
1999	52.1	47.9	38.0	33.9	14.1	14.0	6.3	7.6	5.5	4.2	2.0	1.9	0.3	0.3	-	-	-	-
2000	52.1	47.9	37.5	33.4	14.6	14.4	6.3	7.6	5.9	4.5	2.1	2.0	0.3	0.3	-	-	-	-
2001	52.0	48.0	37.2	33.4	14.8	14.7	6.2	7.6	6.1	4.7	2.2	2.1	0.3	0.3	-	-	-	-
2002	51.8	48.2	36.9	33.5	14.8	14.7	6.1	7.5	6.2	4.8	2.2	2.1	0.3	0.3	-	-	-	-
2003	51.7	48.3	36.7	33.5	15.0	14.9	6.1	7.5	6.3	4.9	2.3	2.2	0.3	0.3	-	-	-	-
2004	51.6	48.4	36.3	33.2	15.3	15.3	6.1	7.6	6.5	5.1	2.4	2.3	0.3	0.3	-	-	-	-
2005	51.5	48.5	35.9	32.9	15.6	15.5	6.2	7.6	6.7	5.3	2.4	2.3	0.3	0.3	-	-	-	-
2006	51.6	48.4	35.5	32.5	16.1	15.9	6.3	7.7	6.9	5.5	2.6	2.4	0.3	0.3	-	-	-	-
2007	51.6	48.4	34.4	31.5	17.2	16.9	6.3	7.7	7.7	6.0	2.5	2.4	0.3	0.3	0.2	0.2	0.2	0.3
2008	51.4	48.8	34.2	31.6	17.2	17.2	6.2	7.7	7.6	6.0	2.5	2.4	0.3	0.3	0.2	0.2	0.2	0.4
2009	50.8	49.2	34.0	32.0	16.7	17.2	6.0	7.6	7.3	6.1	2.6	2.5	0.3	0.3	0.1	0.2	0.4	0.5
2010	51.0	49.0	34.1	31.7	16.9	17.3	6.0	7.5	7.3	6.2	2.7	2.5	0.3	0.3	0.2	0.2	0.5	0.6

Data Source: Equal Employment Opportunity Commission, Employer Information Reports (EEO-1 Single and Consolidated Reports). Figures prior to 2005 were as reported in "Indicators of Equal Employment Opportunity", EEOC, (2004). No survey for years 1968 and 1977.

Appendix II. PRIVATE SECTOR TOTAL EMPLOYMENT AND PARTICIPATION RATES OF MINORITIES AND
WOMEN BY JOB CATEGORY, U.S. SUMMARY (1966,1983, and 2002-2010)

Job Category	Year	Total Employment	Minority (Participation Rates)							Women
			Total	Black	Hispanic	Asian	Am. Indian	Hawaiian ¹	Two-Or-More-Races ¹	
Total, All Jobs	1966	24,887	11.2	8.2	2.5	0.3	0.2	-	-	31.2
	1983	35,024	18.7	11.1	5.4	1.9	0.4	-	-	43.8
	2002	52,065	29.7	13.7	11.0	4.4	0.6	-	-	48.2
	2003	50,309	29.9	13.6	11.2	4.5	0.6	-	-	48.3
	2004	52,574	30.5	13.7	11.6	4.6	0.6	-	-	48.4
	2005	54,226	31.3	13.9	12.0	4.8	0.6	-	-	48.5
	2006	55,388	32.0	14.0	12.4	5.0	0.6	-	-	48.4
	2007	61,193	34.0	14.0	13.7	4.9	0.6	0.3	0.5	48.4
	2008	62,154	34.2	13.9	13.6	5.0	0.6	0.4	0.8	48.6
	2009	58,957	34.0	13.6	13.4	5.1	0.6	0.4	0.9	49.2
	2010	59,129	34.2	13.5	13.5	5.2	0.6	0.4	1.1	49.0
Officials/Managers	1966	2,049	1.8	0.9	0.6	0.2	0.1	-	-	9.3
	1983	4,395	8.2	4.3	2.4	1.2	0.3	-	-	22.9
	2002	5,919	15.9	6.9	5.3	3.3	0.4	-	-	36.4
	2003	5,682	16.0	6.8	5.4	3.4	0.4	-	-	36.5
	2004	5,931	16.6	6.9	5.7	3.6	0.4	-	-	36.7
	2005	6,124	17.1	7.0	5.9	3.8	0.4	-	-	37.1
	2006	6,303	17.7	7.1	6.2	4.0	0.4	-	-	37.3
Exe/SR Offls/Mgrs¹	2007	1,089	16.6	3.5	8.8	3.5	0.3	0.2	0.3	28.0
	2008	1,041	15.9	3.3	8.1	3.7	0.3	0.2	0.4	27.5
	2009	968	16.0	3.0	3.5	3.7	0.3	0.2	5.4	31.7
	2010	974	17.5	2.9	3.7	3.8	0.3	0.2	6.6	32.3
First/Mid Offls/Mgrs¹	2007	5,687	20.2	7.6	7.3	4.3	0.4	0.2	0.3	39.0
	2008	5,902	20.6	7.6	7.4	4.5	0.4	0.2	0.5	39.2
	2009	5,719	20.6	7.5	7.4	4.6	0.4	0.2	0.5	39.6
	2010	5,717	20.9	7.4	7.5	4.8	0.4	0.2	0.6	39.8
Professionals	1966	1,819	3.9	1.7	0.8	1.3	0.1	-	-	20.5
	1983	3,809	10.6	4.4	2.0	3.9	0.3	-	-	40.7
	2002	8,009	20.0	7.1	4.1	8.4	0.4	-	-	51.7
	2003	7,893	20.5	7.2	4.2	8.7	0.4	-	-	52.2
	2004	8,272	21.0	7.3	4.3	9.0	0.4	-	-	52.3
	2005	8,608	21.7	7.4	4.5	9.4	0.4	-	-	52.2
	2006	8,944	22.6	7.6	4.7	9.9	0.4	-	-	52.5
	2007	10,010	23.8	7.7	5.1	9.9	0.4	0.3	0.3	52.8
	2008	10,486	24.5	7.7	5.2	10.1	0.4	0.3	0.7	52.8
	2009	10,335	24.5	7.7	5.2	10.3	0.4	0.3	0.7	53.6
	2010	10,511	24.7	7.6	5.3	10.4	0.4	0.3	0.8	53.5

Data Source: Equal Employment Opportunity Commission, Employer Information Reports (EEO-1 Single and Consolidated Reports). Figures prior to 2005 were as reported in "Indicators of Equal Employment Opportunity", EEOC, (2004).

Appendix II. PRIVATE SECTOR TOTAL EMPLOYMENT AND PARTICIPATION RATES OF MINORITIES AND
WOMEN BY JOB CATEGORY, U.S. SUMMARY (1966,1983, and 2002-2010)

(Continued)

Job Category	Year	Total Employment	Minority (Participation Rates)							Women
			Total	Black	Hispanic	Asian	Am. Indian	Hawaiian ¹	Two-Or-More-Races ¹	
Technicians	1966	1,087	6.5	4.0	1.5	0.8	0.2	-	-	22.6
	1983	2,032	15.8	8.9	3.7	2.8	0.3	-	-	41.7
	2002	2,992	25.4	11.8	7.2	5.7	0.7	-	-	45.9
	2003	2,889	25.8	11.9	7.4	5.9	0.6	-	-	46.4
	2004	3,013	26.5	12.2	7.6	6.1	0.6	-	-	47.1
	2005	3,166	27.2	12.5	7.9	6.2	0.6	-	-	47.0
	2006	3,168	27.5	12.6	8.0	6.3	0.6	-	-	46.9
	2007	3,348	29.4	13.1	8.9	6.0	0.6	0.4	0.4	47.6
	2008	3,413	30.0	13.1	9.0	6.2	0.6	0.4	0.7	48.2
	2009	3,278	30.1	13.1	9.1	6.2	0.6	0.4	0.8	49.0
	2010	3,254	30.4	13.0	9.2	6.4	0.6	0.4	0.8	49.1
Sales Workers	1966	1,793	4.2	2.4	1.4	0.2	0.2	-	-	38.8
	1983	3,823	13.8	7.6	4.5	1.3	0.3	-	-	53.6
	2002	7,848	26.8	13.0	9.8	3.4	0.6	-	-	56.4
	2003	7,495	26.9	12.8	10.0	3.5	0.6	-	-	56.1
	2004	7,862	27.8	13.2	10.3	3.6	0.7	-	-	56.6
	2005	8,267	29.0	13.6	10.9	3.8	0.7	-	-	57.2
	2006	8,340	29.8	13.9	11.3	3.9	0.7	-	-	56.9
	2007	8,896	31.3	14.0	11.9	3.8	0.7	0.3	0.6	56.5
	2008	8,860	31.5	13.6	12.2	3.6	0.7	0.4	1.1	56.4
	2009	8,444	31.1	13.0	12.4	3.6	0.6	0.4	1.2	56.3
	2010	8,480	31.9	13.1	12.7	3.6	0.6	0.4	1.5	55.9
Office/Clerical	1966	4,132	5.7	3.5	1.7	0.4	0.1	-	-	72.0
	1983	5,862	18.8	11.6	5.0	1.9	0.4	-	-	84.4
	2002	7,396	30.1	15.9	9.7	3.9	0.6	-	-	80.3
	2003	7,233	30.5	15.9	10.0	4.0	0.6	-	-	79.8
	2004	7,374	31.0	15.9	10.4	4.1	0.6	-	-	79.6
	2005	7,479	31.4	15.9	10.7	4.2	0.6	-	-	79.5
	2006	7,594	32.3	16.2	11.1	4.4	0.6	-	-	79.3
	2007	8,131	33.4	16.0	11.8	4.2	0.6	0.3	0.5	79.0
	2008	8,174	33.9	15.9	12.1	4.2	0.5	0.4	0.8	78.7
	2009	7,964	34.0	15.8	12.2	4.1	0.6	0.4	1.0	77.4
	2010	7,866	33.9	15.5	12.2	4.1	0.6	0.4	1.1	76.8

Data Source: Equal Employment Opportunity Commission, Employer Information Reports (EEO-1 Single and Consolidated Reports). Figures prior to 2005 were as reported in "Indicators of Equal Employment Opportunity", EEOC, (2004).

Appendix II. PRIVATE SECTOR TOTAL EMPLOYMENT AND PARTICIPATION RATES OF MINORITIES AND
WOMEN BY JOB CATEGORY, U.S. SUMMARY (1966,1983, and 2002-2010)

(Continued)

Job Category	Year	Total Employment	Minority (Participation Rates)							Women
			Total	Black	Hispanic	Asian	Am. Indian	Hawaiian ¹	Two-Or-More-Races ¹	
Technicians	1966	1,087	6.5	4.0	1.5	0.8	0.2	-	-	22.6
	1983	2,032	15.8	8.9	3.7	2.8	0.3	-	-	41.7
	2002	2,992	25.4	11.8	7.2	5.7	0.7	-	-	45.9
	2003	2,889	25.8	11.9	7.4	5.9	0.6	-	-	46.4
	2004	3,013	26.5	12.2	7.6	6.1	0.6	-	-	47.1
	2005	3,166	27.2	12.5	7.9	6.2	0.6	-	-	47.0
	2006	3,168	27.5	12.6	8.0	6.3	0.6	-	-	46.9
	2007	3,348	29.4	13.1	8.9	6.0	0.6	0.4	0.4	47.6
	2008	3,413	30.0	13.1	9.0	6.2	0.6	0.4	0.7	48.2
	2009	3,278	30.1	13.1	9.1	6.2	0.6	0.4	0.8	49.0
	2010	3,254	30.4	13.0	9.2	6.4	0.6	0.4	0.8	49.1
Sales Workers	1966	1,793	4.2	2.4	1.4	0.2	0.2	-	-	38.8
	1983	3,823	13.8	7.6	4.5	1.3	0.3	-	-	53.6
	2002	7,848	26.8	13.0	9.8	3.4	0.6	-	-	56.4
	2003	7,495	26.9	12.8	10.0	3.5	0.6	-	-	56.1
	2004	7,862	27.8	13.2	10.3	3.6	0.7	-	-	56.6
	2005	8,267	29.0	13.6	10.9	3.8	0.7	-	-	57.2
	2006	8,340	29.8	13.9	11.3	3.9	0.7	-	-	56.9
	2007	8,896	31.3	14.0	11.9	3.8	0.7	0.3	0.6	56.5
	2008	8,860	31.5	13.6	12.2	3.6	0.7	0.4	1.1	56.4
	2009	8,444	31.1	13.0	12.4	3.6	0.6	0.4	1.2	56.3
	2010	8,480	31.9	13.1	12.7	3.6	0.6	0.4	1.5	55.9
Office/Clerical	1966	4,132	5.7	3.5	1.7	0.4	0.1	-	-	72.0
	1983	5,862	18.8	11.6	5.0	1.9	0.4	-	-	84.4
	2002	7,396	30.1	15.9	9.7	3.9	0.6	-	-	80.3
	2003	7,233	30.5	15.9	10.0	4.0	0.6	-	-	79.8
	2004	7,374	31.0	15.9	10.4	4.1	0.6	-	-	79.6
	2005	7,479	31.4	15.9	10.7	4.2	0.6	-	-	79.5
	2006	7,594	32.3	16.2	11.1	4.4	0.6	-	-	79.3
	2007	8,131	33.4	16.0	11.8	4.2	0.6	0.3	0.5	79.0
	2008	8,174	33.9	15.9	12.1	4.2	0.5	0.4	0.8	78.7
	2009	7,964	34.0	15.8	12.2	4.1	0.6	0.4	1.0	77.4
	2010	7,866	33.9	15.5	12.2	4.1	0.6	0.4	1.1	76.8

Data Source: Equal Employment Opportunity Commission, Employer Information Reports (EEO-1 Single and Consolidated Reports). Figures prior to 2005 were as reported in "Indicators of Equal Employment Opportunity", EEOC, (2004).

Appendix II. PRIVATE SECTOR TOTAL EMPLOYMENT AND PARTICIPATION RATES OF MINORITIES AND
WOMEN BY JOB CATEGORY, U.S. SUMMARY (1966,1983, and 2002-2010)

(Continued)

Job Category	Year	Total Employment	Minority (Participation Rates)							Women
			Total	Black	Hispanic	Asian	Am. Indian	Hawaiian ¹	Two-Or-More-Races ¹	
Service Workers	1966	1,857	27.5	22.6	4.1	0.5	0.3	-	-	43.1
	1983	3,395	32.3	21.3	8.4	2.2	0.4	-	-	56.1
	2002	6,592	46.2	23.3	18.3	3.8	0.8	-	-	57.7
	2003	6,383	46.1	23.1	18.4	3.9	0.7	-	-	57.9
	2004	6,949	46.7	23.1	19.0	3.9	0.7	-	-	58.4
	2005	7,233	46.7	23.0	18.9	3.9	0.9	-	-	58.5
	2006	7,536	47.8	23.2	19.8	4.1	0.7	-	-	58.3
	2007	8,939	49.6	23.1	20.6	4.1	0.7	0.4	0.7	59.3
	2008	9,353	49.4	22.6	20.3	4.1	0.7	0.5	1.2	59.7
	2009	9,179	49.1	22.4	20.3	4.0	0.6	0.5	1.2	59.7
	2010	9,344	49.6	22.4	20.5	4.0	0.6	0.5	1.4	59.5

Data Source: Equal Employment Opportunity Commission, Employer Information Reports (EEO-1 Single and Consolidated Reports). Figures prior to 2005 were as reported in "Indicators of Equal Employment Opportunity", EEOC, (2004).

Note: Details may not add up due to rounding. Total employment is in thousands.

¹ Newly added job or race categories since 2007.